



*It is the mission of the Maryland Commission on Civil Rights to ensure opportunity for all through the enforcement of Maryland's laws against discrimination in employment, housing, public accommodations, and state contracts; to provide educational outreach services related to provisions of this law; and to promote and improve civil rights in Maryland.*

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*Our vision is to have a State that is free from any trace of unlawful discrimination.*

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# STATE OF MARYLAND COMMISSION ON CIVIL RIGHTS



*Protecting &  
Promoting  
Your Rights in  
the Free State*



## The Commission

The Maryland Commission on Civil Rights (MCCR) represents the interest of the State to ensure equal opportunity for all through enforcement of Title 20 of the State Government Article and Title 19 of the State Finance & Procurement Article (the State's Commercial Non-Discrimination Policy), Annotated Code of Maryland. MCCR investigates complaints of discrimination in **employment, housing, public accommodations and state contracts** from members of the following protected classes: **race, color, religion, sex, age, national origin, marital status, physical or mental disability, sexual orientation, gender identity, genetic information (employment only), and familial status (housing only)**. Harassment on the basis of a protected class and retaliation for filing a complaint/being involved in the investigation are both prohibited under law and enforced by MCCR.

MCCR is governed by a **nine-member Commission** appointed by the Governor. Commission members serve six-year terms. The Commission meets once a month to set policy and review programmatic initiatives.

The Commission also assists employers in developing bias-free selection, hiring, retention, promotion and contracting procedures; increases equal housing opportunities to all groups in Maryland; ensures equal access to public accommodations and services; promotes knowledge and understanding of anti-discrimination laws; and helps to improve civil rights within the State. To accomplish this, MCCR utilizes the following three services:



### Case Processing

MCCR's primary operations are devoted to the intake, investigation, and processing of discrimination complaints by those living in, working in, and visiting Maryland. MCCR is a neutral finder of fact. Evidence is collected by interviewing witnesses, gathering and analyzing documents, and conducting on-site visits. To both collect information and expedite an investigation, a number of tools may be used. For instance, a *fact finding conference* may be convened to (a) define the basis and issues of the complaint, (b) identify the areas of agreement and disagreement, (c) resolve disputes when possible, and (d) determine if there is a basis for a negotiated settlement of the complaint. After completing an investigation, staff drafts a written finding. When appropriate, parties may opt into *mediation* - a voluntary, confidential process in which a neutral third person(s) facilitates communication between disputing parties to attempt to reach a resolution.



### Legal

MCCR attorneys litigate cases before the Office of Administrative Hearings, and state and federal courts; prosecute subsequent appeals before Commission appeal panels, and state and federal appellate courts; and institute litigation to obtain injunctive relief and court enforcement of Commission orders and subpoenas. In addition to litigation responsibilities, the Office of the General Counsel provides legal opinions and advice to MCCR staff; responds to legal inquiries from the public; facilitates timely responses to requests for information under the Maryland Public Information Act; drafts legislation and regulations; and provides training to MCCR staff (and, upon request, to the public).



### Education & Outreach

MCCR provides services, information, and training support to groups and individuals in Maryland. MCCR also facilitates community discussions while partnering with local groups and leaders on special events to address current events and provide accurate information on issues affecting equal access and opportunity. Through the E&O Unit, MCCR conducts workshops and seminars for agencies, businesses, and community organizations throughout the State. Some training topics include:

- Conflict Resolution
- Dimensions of Diversity
- Disability & Reasonable Accommodations in the Workplace
- Discrimination Prevention
- Religious/Spiritual Awareness at Work
- Sexual Harassment Prevention
- Sexual Orientation & Gender Identity at Work